

# THE COMMUNICATOR



The Council on Quality and Leadership  
*Partners in Excellence; Leadership for the Journey.*

## DRC Receives 4-year Accreditation.

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### DESERT REGIONAL CENTER CELEBRATES ACHIEVING SECOND FOUR YEAR ACCREDITATION FROM THE COUNCIL ON QUALITY AND LEADERSHIP (CQL)

We are accredited!!!! Thanks to much hard work by many people too numerous to mention by name. We do need to give acknowledgement to the organization quality improvement committee chairpersons; Shelly Lech and Michele Ferrall for their outstanding coordination of the week's multiple events that included formal presentations, focus groups, and interviews.

The presentations on the first two mornings, which focused on celebrations and success stories of the people we serve, were inspiring! There is so much good work being done by this agency which results in quality lives for people we support and their families. Read some of those stories published in this newsletter.

The CQL team leader, Albert Van Kleeck, writes the following in his executive summary to DRC:

"Throughout the course of the review visits, Desert Regional Center demonstrated a high degree of dedication, openness and willingness to share information and ideas. Desert Regional Center's commitment to being a learning organization was evident in all interactions. Staff was knowledgeable about the people they support and was fully aware of the areas where strong supports were in place and where people had a significant number of outcomes in their lives. Likewise, staff appeared to be knowledgeable about those areas where outcomes were not present and recognized the need to enhance correlating supports. The organiza-

tion has fully integrated Personal Outcomes into organizational practices.

Desert Regional Center is commended for its strong efforts to impact positive change in the lives of people supported by the organization, as well as the communities where these services are provided by integrating the values and practices of person-responsive and person-centered, outcome-based service delivery into all functions of the organization; providing flexible and ever-changing supports and services based on people's priorities while maintaining assurances of protecting their health, safety, and human security; and continually adjusting organizational practices and procedures to best support the individual priorities of the people receiving services. The organization is encouraged to continue on this journey and make new discoveries regarding additional ways that the organization may impact its communities in positive ways, strengthening and enhancing social capital for all and impacting neighborhoods and communities building increased capacity outside the walls of the organization. The work currently being done by the recently formed committees focusing on Social Capital, Transportation, Meaningful Life, and Affordable Housing should, over time, have dynamic and powerful impact in the lives of all people."

As we continue our journey and our partnership with CQL, we must maintain our focus and energy on strengthening basic assurances which is the foundation of accreditation. CQL staff will visit two days each year to validate that systems supporting basic assurances are consistently practiced throughout all of our service delivery systems. This is essential for continued accreditation. (See diagram for specifics on basic assurances)

*Continued on page 2*

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Additionally, in the new accreditation process, CQL challenges organizations to assess and improve responsive services, not only to people we serve, but to families, employees, community partners and the community at large. This includes actively assessing needs, collecting and analyzing data and developing strategic plans based on findings.

Finally, organizations are charged with the responsibility to reach outside of their agency walls and look for ways to positively impact the community at large by taking a leadership role in identifying needs and partnering with community organizations in developing strategies to address common issues in efforts to improve the quality of life for all people. Currently, DRC has active work groups addressing issues of affordable housing, healthcare, transportation and social capital.

This seems like a huge task that we have been given, but as CQL indicates, DRC has always been up to the challenge and dedicated to making changes that result in a positive impact on the lives of the people we serve.

The accreditation process is truly a **team effort** and we congratulate all DRC employees and community partners in achieving this honor!

*Lisa Selthofner, QA Specialist*

### **COMMUNITY LIFE**

Understanding Demographics of our Community

Who are our partners now – where can we expand and build effective partnerships?

Taking a leadership role in the Community to help make it a better place to live for all people.

Current Focus: Affordable Housing, Access to Healthcare, Transportation, Social Capital

### **RESPONSIVE SERVICES**

Stakeholders: People served, Families, Employees, Community Partners, and Community at Large.

How do we assess needs, collect data, analyze and respond =

#### **Strategic Planning**

Budget Development

Policy Development

Procedures

Forming Work Groups

Support Planning

Employee Development

### **BASIC ASSURANCES**

<b><u>Rights &amp; Protection</u></b>	<b><u>Natural Support Networks</u></b>	<b><u>Personal Outcomes</u></b>	<b><u>Dignity &amp; Respect</u></b>	<b><u>Protection from Abuse, Neglect and Exploitation</u></b>	<b><u>Positive Supports</u></b>	<b><u>Safe Environment</u></b>	<b><u>Staff Resources</u></b>	<b><u>Continuity &amp; Personal Security</u></b>	<b><u>System for Monitoring</u></b>
<i>Training, Assuring Due Process, Through Review of Rights Restrictions</i>	<i>Measuring results of efforts to strengthen natural supports</i>	<i>Training on how to access and support outcomes for people.</i>	<i>Supporting people to have meaningful work and home lives. Building social capital.</i>	<i>Recognizing the Signs/Symptoms Timely reporting, Thorough investigation, Training to staff and people served</i>	<i>Restraint Reduction, Functional Assessments, Developing Replacement Skills</i>	<i>Provider Certification Expanding QA efforts</i>	<i>ELM Refocus, Cultural Sensitivity and awareness</i>		<i>Improving Data Collection Systems</i>

*Items italicized designate current action plans.*

## FROM THE DIRECTOR'S OFFICE

NANCY KNOX, REGIONAL DIRECTOR

It has been a very busy and positive 2007 so far. DRC received a four year accreditation from the Council on Quality and Leadership. The Bureau of Licensing and Certification did their survey and the exit did not show there were any serious problems such as those cited at the last survey. These are very positive results that reflect excellent teamwork and much hard work by the DRC staff and our community providers and partners. It proves that we can make some very positive changes when we all work together with the same goal: To support the people we serve in meeting their outcomes and personal goals. MHDS Administration presented the DRC and other DS budget requests to the state legislature several weeks ago on March 1. It was a very interesting and exciting event. I enjoyed watching and participating in our government process. Our MHDS Administrator, Dr. Carlos Brandenburg, did a fabulous job of presenting the DS budgets. I must give the state legislators credit; they have a very difficult job. I found most of the legislators present at the hearing asked very good questions, and I was impressed by their sincere caring for people with disabilities. DRC is asking for a large increase in the budget. DRC is projecting to serve 414 new individuals in the new biennium (FY 08/09). We will need to hire 24.51 new FTEs to serve the additional new people and an additional 10.5 new FTEs if we get the budget request to serve dually diagnosed children!! We also requested 3 new FTE's to comprise our Crisis Team. This is a request for 38 new staff!!

DRC has proposed to close 6 beds at DDC and 18 ICF/MR Small beds in the community and to serve these people in Intensive Supported Arrangements. This request supports the Olmstead decision to serve people in community residences. DRC has asked for a new Crisis Team of three staff to serve more people in the community when they experience serious problems that would result in them having to move from their homes. The team will support families and Community Providers to enable them to better support people to prevent a hospitalization or institutional placement. DRC requested approval of a program to serve dual-diagnosed children. This decision request is for 10 additional staff to serve 76 children with intensive needs. The caseloads will be at a 1 to 12 ratio if approved for funding. The waiting list request was for 167 new people to be served in Supported Living and 25 new people in jobs and day training. Most likely DRC will continue to have waiting lists for these services into the biennium. I understand that the Governor recommended a 2% (FY 08) and a 4% (FY 09) cost of living increase for state employees.

New DRC staff requests include:

## FROM THE PERSONNEL OFFICE

DOTTIE MARTIN, PERSONNEL ANALYST

The Personnel Office continues to work diligently to process recruitments and facilitate the hiring process. As a reminder to supervisors, the recruitment lists we get from Department of Personnel are only valid for 30 calendar days, so please schedule your interviews and submit a METRO on candidates you are interested in as soon as you can in order to stay within the 30 day timeframe. As you know, we cannot hire from an expired list and having to request a new list causes a delay in filling your vacancy.

I would like to remind all staff that open enrollment for our health insurance with Public Employees Benefits Program (PEBP) is in May of 2007, so please watch for the packet to come in the mail from PEBP and review the information to determine if you want to make any changes to your coverage. Changes you make will be effective July 1, 2007. For those of you interested in finding out information about your retirement, you can create an account on the Public Employees Retirement System (PERS) website at [www.nvpers.org](http://www.nvpers.org) and just follow the prompts for creating an account. Or you could call PERS directly at 486-3900. We are always willing to help with general retirement questions, but we cannot access your account for specific information!

Another issue is that employees are now able to update their addresses, emergency contacts, and beneficiary information in the NEATS system. Please remember that you have to use all CAPITAL letters and no punctuation when you are updating your information. Also, if you are changing your beneficiary information, you must print the screen, sign the printed form and submit the document to our office. Your information cannot be updated until you submit your signed authorization for the change. Employees may also go to PERS at [www.nv.pers.org](http://www.nv.pers.org) and/or PEBP at <http://pebp.state.nv.us/> and update their personal information.

Last but not least, some DRC staff may not have heard the latest news from our office; Ellie Stutheit is retiring effective June 1, 2007. Ellie has been a tremendous asset to the Personnel Office and to DRC for over 13 years. She is an exemplary employee proficient in all aspects of her job. She has exceptional organizational skills, and an excellent memory and she will be greatly missed by one and all. I wish her the best of luck in her retirement! *Congratulations Ellie!!*

Dottie

## DEFENSIVE DRIVING CLASS MANDATORY

Risk Management Division announced the requirement for defensive driving training for State employee's who drive routinely during the course of their job duties. The goal is to get as many employees trained as possible by **July 1, 2007**, as that is the time frame that Risk Management, through the Motor Pool Division, will begin auditing compliance.

There are ongoing classes offered through the NEATS system. If you have not done so yet, please sign up now for the Defensive Driving Class.

**EVERYONE'S COOPERATION IS REQUESTED.**

# CHRISTMAS SPONSORSHIP

MIRIAN FERREIRA, LCSW, DS III

During the past holiday season, several DRC families were sponsored by the community. They received gifts for the children and money for food and beverages. The DRC Administrative Office sponsored two Spanish families. The Mora and Muniz families were very touched by the overwhelming generosity and caring of DRC employees. Not only were their children given Christmas presents; each child was asked to make a wish list. The DRC Administrative Office made sure each wish became a reality. For the children's delight, SC Mirian Ferreira delivered the presents dressed as a Santa Claus. The Mora and Muniz families truly had a Merry Christmas thanks to caring DRC employees.



Just a simple message,  
One that's often heard,  
But one with special meaning  
In every single word—

DIM Staff  
A simple, heartfelt "thank you"  
With warmest thoughts in mind  
From someone very grateful...  
To someone very kind!

Thank you so much for all the great presents! We are grateful to have someone buy us so many presents from our family to yours, happy new years and thank you, again!!  
-Yvonne Nelson  
-Jesmin Muniz  
-DANIEL Muniz



DIM Staff  
Your generosity made my family's Christmas. I wish all of you could be here to see my children's face when Mirian came in dressed in a Santa's just bringing all the presents. People like you make a difference in others life. Thank you very much and God bless you.

Mora Family

DIM Staff

This brings appreciation and many thanks to you.

Mora Family

dec./2006

## DRC CASES OPENED 1/1/06 TO 12/31/06 STATISTICS BY AGE AND REFERRAL SOURCE Prepared By: Haidy Castillo, DS II

### FINDINGS

There were 306 cases opened TOTAL for the time period 1/1/06 to 12/31/06.

Of the 306 cases opened, 222 were opened cases for minors' ages 0-17. (72.5%)

Breaking the figure of children's cases further, 72 of the 222 were cases for the 0-3 group. (32.4%)

Of the 306 cases opened, 84 were opened cases for adults 18+. (27.5%)

Agency referrals by CCSD and NEIS equal 32.0%.



### DRC STAFF NEWS

Congratulations to the following employees for years of service with the State of Nevada.

#### 20 Years

William Lauenroth  
Teresa Vigilone  
Cheryl Martin

#### 15 Years

Joy Mickelson

#### 5 Years

Sue DeShazo  
Pam Wiederholt  
Michelle Johnson

## SELF-DIRECTED AUTISM SERVICES

A letter from the Paradiso family who receive services through the Self-Directed Autism Program with DRC.

My husband and I would like to express our gratitude for being able to participate in the Self-Directed Autism Program through the DRC. We appreciate the opportunity to have our voices heard and hope by writing this letter it will make a difference in the lives of other families who are in the same situation searching for answers and services for their children.

We have a 3 ½ year old son who was diagnosed with Autism Spectrum Disorder in January 2005 by NEIS and Dr. Johanna Fricke. We immediately began the process of trying to get the services our son needed and it was a daunting process from day one. We were constantly told he needed intensive therapy as soon as possible, but at every turn we were told he had to be placed on waiting lists for their services. We went into the community in search of an occupational therapist and a speech therapist and we were successful in doing so, but at a price-a high price. The financial burden "our" families face is so overwhelming it can make dealing with having a child with a disability all the more difficult, sometimes having to choose between money and providing the best possible care and opportunity for the child to progress. The misconception that autistic children cannot be helped is so far off the mark and it is about time the insurance companies, along with our government officials, have a far better understanding of autism,

its treatments and the effectiveness of these treatments.

The Self-Directed Autism Program has been such a tremendous help to our son and our family as a whole. The program works well in that you have the flexibility to choose the therapies and treatments you know work best for your individual child, traditional or nontraditional. Our insurance would not pay for speech therapy services related to autism and we have had difficulty obtaining medical authorization from Medicaid/Katie Beckett. Our speech therapist was requesting to reduce our son's sessions. The program went into affect at a perfect time and enabled us to continue his speech therapy. My son benefits a great deal from one-on-one intensive speech therapy, therefore, we have seen a substantial increase in his vocabulary and his ability to communicate his wants and needs, something that is essential for children with autism, as this is such a deficit area that affects every aspect of their lives.



### People First Meeting Schedule

People First will be having their meetings at the W. Charleston Campus from 10:30 AM to 12:00 PM.

Date: April 14, 2007, 10:30 am—12:00 pm  
Building D room 209

Date: May 12, 2007, 10:30 am—12:00 pm  
Building D room 209

Date: June 9, 2007, 10:30 am—12:00 pm  
Building D, room 209



## BECAUSE SHE CAN

DAN BRICKMORE  
DIRECTOR OF COMMUNITY SERVICES  
OPPORTUNITY VILLAGE

Now armed with a radio and a clipboard, Jennifer Kaaialii proudly displays her shiny new name badge which proclaims her new position: "Associate Janitorial Lead." She and her four-member work crew are in charge of "Zone One," an area that encompasses the employee cafeteria, the north entrance common areas and two sets of restrooms. With her checklist at the ready, she ensures that all carpets are vacuumed, all windows washed and all floors brightly mopped.

At 34, it would seem that Jennifer has finally found her niche after nine years at Opportunity Village. During the summer of 2006, it was evident that Jennifer was becoming bored. She was assigned to the Lied Employment Training Center at the Oakey campus, doing packaging and assembly work. She was very good at what she did; in fact, her productivity numbers were among the best in the agency. But the luster of the job had worn off. She was no longer being challenged, no longer being motivated, no longer being energized about what she was doing.

Several staffers within the Community Services division at O.V. diligently urged her to spread her wings, take a chance and come join the custodial team. Such a move would provide her with a new challenge – as well as a change of scenery and a fatter paycheck (as she would

move from contracted piece rate to an hourly wage). But Jennifer, despite being stuck in her own personal rut, had become accustomed to the comfort, safety and familiarity of the training center. However, the coaxing and cajoling continued. Perhaps growing weary of the continual prodding, she finally acquiesced. On October 16, 2006 Jennifer became part of the janitorial team and started earning an hourly wage.

It was an instant fit. She donned latex gloves and took to cleaning sinks and scrubbing toilets. Granted, it was not a glamorous job; however, Jennifer thrived. Her demeanor took on a completely different tenor - and the spring was back in her step. She became "Super Janitor." She arrived early for work, stayed late and sought every opportunity to work, regardless of how laborious or distasteful the task. She was even asked to provide her custodial talents for the annual Magical Forest, when she logged in excess of 100 hours each pay period (and earned some very handy overtime).

In January, Opportunity Village needed to expand its supervisory staff as the training program swelled to 31 participants. Based on the drive and work ethic that had become so evident, Jennifer and three



people? "Because now I can," she beamed. Since that day, she's had no problems getting her trainees to do what she asks.

Jennifer has yet to find out that she's being considered for a staff position that would offer more income and a full complement of benefits. She still needs some guidance here and there about the art of managing people, and she'll benefit by a few more

## RAISING A GRANDCHILD WITH LEARNING CHALLENGES AND A PHYSICAL HANDICAP



Due to another commitment, I regret not being able to attend this meeting in person, so I decided to write this letter to inform this organization regarding all that Desert Regional Center has done for my family.

Micah Ussery-Hogan is your client, and Donna Jordan is his Development Specialist.

My husband and I started by raising a grandchild with learning challenges, and a physical handicap (C.P.). When Micah was 9 years old, we decided to adopt him, which has enriched our lives, but also a challenge, we had no family support of any kind. One day while I had Micah at therapy, I met a lady and she told me about Desert Regional Center. I placed a call to your organization, was sent a form to fill out and a representative was sent to the house. This was a God sent day.

Donna Jordan, the Development Specialist, that handles Micah's case has been an answer to our prayers. She has attended all of Micah's Individualized Education Programs (I.E.P.) meetings with me at school, this has been a great help to me. Donna knows the right questions to ask, and sees to it that goals are followed

out for his best education.

Donna, saw that Micah needed a lap top computer to help him with his school assignments, Micah can't write well, he mainly prints, and was having a problem keeping up with class assignments. Through Desert Regional Center, she requested a lap top computer for him, this request was granted. Micah uses this computer every day. This has been a great learning tool for him, it has made his life easier in school.

Donna, recognized that my husband and I needed respite hours, since we had no support system in place. We planned our whole life around Micah, as far as entertainment, out to eat, visit friends. Donna, requested respite hours for us. Now we can visit a few hours with friends, go to a movie that's not P.G. rated all of the time. This has been a welcome treat for me, and my husband, as well as Micah, he enjoys the get-away from us sometimes.

Donna, visits our home or calls often to check on Micah's progress, and talks to him about his day at home, school, and friends. Micah is very open, and honest with her.

Desert Regional Center has helped to open

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### **Congratulations due the Business Office A/R staff:**

Well, what a difference a year or two makes !! Congratulations are due to Tina Johnson, Candy Yuen, Jean Whittaker, Don Florman and Marva Collier. Tina, Jeannie and Candy have managed to overcome all the obstacles that First Health threw in their paths in the past three years and they came out on top, shining. We are now current with our billing for FY07 and we have submitted all old billing that was lost when the server crashed to recoup funds from previous years. This was only possible through this groups diligence and determination. Don and Marva are doing a great job with the family support program and the processing of the SLA contracts. You know the old Perry Como song, "We Get Letters, Lots and Lots of Letters", well we get lots and lots of respite, family support and SLA contracts, and Don and Marva keep them flowing through the department with little or no delay. I just want to say how proud I am, and how grateful I am for all the hard work they continually do. They're a credit to the agency and especially the business office. Thank you.

*Cheryl Martin, A/R Supervisor*



## *How Are We Doing? Survey Says...*

*By Tara Walker*

Well, it's that time again, third quarter. Thus far, we have received 197 Satisfaction Surveys. The following are some of the comments that people have sent regarding their appreciation of our services.

One family writes "Our service coordinator, **Susan Banks**, is excellent to work with. She is knowledgeable and genuinely cares about us. She is wonderful!" A step-mother says "I think my step-son has received good service from DRC and from the sponsor who provided some kind of help financially. I would like to say thank you very much for your support and understanding for the special people like my step-son and also thank you to **Ms. Leona Trang** for helping my step-son in evaluating and understanding his situation. Everything is OK. Your service is good and I hope you can help and find more handicapped special people. God bless you all." One mother writes, "**Leona Trang** has always been super helpful and now **Michael Mikkelsen** is our new contact person and we have been pleased working with him." Another mom says that "**Mary Strong** is awesome. Thanks." A mother writes "We have **Roberta**. She is great and is always striving to meet the family's needs. DRC and Staff are doing a good job trying to meet our family's needs." Also for **Roberta Conde** a mother says "We have a wonderful disability specialist who answers all of our questions and is very helpful." Another parent writes, "I am highly satisfied with my son's service coordinator **Ms. Lydia Salmen**. She over extends herself to meet the needs of my son. In addition, she always returns my phone calls." Jeff **Shaw** received a few comments, "**Jeffrey Shaw** is great. He is an asset to your company. Thanks so much for everything." **Jeff** is dedicated and reliable and seems genuinely interested in my son's well being." **Bonnie Woodard** also received a couple, "Thank you very much **Bonnie**, you are always there for us when we have any questions or concerns. We are so lucky to know you." "**Bonnie Woodard** has been on top of services and informing us on what's going on. We are very happy with you. Thank You."

The families are always very appreciative of the services. Here are some more comments we received from family members. One mother stated that "We feel **Heidi Boehm** is one of the best social workers we have ever had. Any time we need something, she helps. Thank you. We feel **Heidi** does not need improvement, she is excellent." A father says that "**Michelle Johnson** is a godsend to my family. She is genuine as far as being a person and that allows us to be comfortable all around. We feel truly blessed to have such a wonderful person in our lives. I feel that, for now, the services provided for my daughter need no improving. I am totally satisfied with the way things are at this time." A mother writes, "My daughter has been under your program for several years now. I just want you to know we have the best DRC coordinator, **Michelle Johnson**. She's very supportive, kind, helpful and has a big heart. I want to thank her for all her knowledge and support. Thank you." Another father writes, "**Mike Cannon**, our specialist, is the greatest. He is always checking on my son. He keeps us informed about changes and information about services. He is a pleasure and an asset. **Mike** calls us at least once a month." "**Mike Cannon** is wonderful. He's right on top of everything. Always gets back to us when we call. Works very hard at trying to find the right placement for my son. Couldn't be happier with him" writes a mother. And of course, last but not least, there's **Courtney**, everyone always loves **Courtney**. "Our case worker, **Courtney White**, is absolutely the best person we've had. She is professional, knowledgeable, courteous, pleasant and genuinely compassionate person." **Courtney** is a very nice person, I'm happy she handles my case!"

Here is a statement from a family member about our organization: "For me, I don't think you need to improve your services because you've been doing such an excellent job for both my sister and I. Hope you will continue on doing an excellent job. Thanks."

JUST REMEMBER, IT'S HARD WORK, BUT IT'S WORTH IT!



Congratulations to the nominees and winners of the DRC Employee of the Month. People are recognized for:

- A. Performing duties and tasks which are above and beyond the work performance standards.
- B. Supporting people in meeting their outcomes.
- C. Providing suggestions and implementation for increasing quality services and/or decreasing expenses.

**We extend congratulations to the following Employees of the Month:**

**December 2006 Employee of the Month Haidy Castillo**

Haidy works at the Flamingo Satellite office and has been employed in the Community Services Intake Department since October 2005. Haidy is the first person of contact from the Intake department. She is also bi-lingual and has been invaluable to those families seeking services whose primary language is Spanish. Haidy can be found out in the community at many PR presentations informing individuals, families, and other community agencies about eligibility for DRC services. Haidy is married and has two children of the "four-legged" persuasion, a black Labrador mix named Spike and a white Maltipoo named Billy.

**January 2007 Employee of the Month Val Denning**

Val is originally from England and began her career with DRC in November 2003. Val started in the Business office as the AA to the ASO and is now in the QA Department. Val produces aggregate data reports which have improved the quality and professionalism of reports generated by our agency. She has been actively involved with projects related to our CQL accreditation process. Val is married to Al, her favorite musician and she has three children all living in England.

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### **ELM Committee Making Changes**

The Employee Labor Management Committee has been going through some changes recently. Although we feel that the Employee of the Month and having luncheons for the employees is important, this is not what this committee is intended for. Some of you may not even know what the ELM Committee does or that this committee even exists. We as members of this committee would like all DRC employees to understand the intended function of this committee and how each of you can become more involved.

"The Employee Labor Management Committee is established to provide employees and the agency a method to discuss work related issues and when appropriate to develop recommendations to management for improvement of operations." This passage is pulled directly from the Employee Labor Management Committee policy #1265. Many of you may have concerns, issues, or suggestions that you may feel would improve operations or the services that we provide to the people that we support. This committee was established to create a forum in which these concerns/issues are discussed and if necessary develop recommendations to management.

The ELM Committee is comprised of members from each department at DRC. This includes Nursing, Community Services, Technicians, Management, etc. Members are nominated and chosen by employees in each department. For example, any Technician can nominate a coworker and from those nominations an election will be held. Each member has a two year term and there are also alternates in case a member can not attend a meeting.

Any employee may attend an ELM Committee meeting and supply the committee with a suggestion/concern. If an employee has a suggestion/concern, they may ask a member to represent them in the meeting. If you would like to remain anonymous, the main campus and the Flamingo office have boxes that you may leave a suggestion/concern in. These meetings are not intended for personal issues that should be directed to one's supervisor. Please read the ELM Committee policy if you are unsure whether your issue/concern is appropriate for this committee.

## YOU HAVE THE RIGHT TO BE INFORMED: Xenical....To Take or Not To take!

I was recently reading an article on the weight loss drug called Alli (Al-eye) also called Xenical or Orlistat. The article was about the weight loss drug called Alli (Orlistat, Xenical) a prescription drug soon to be a OTC (over the counter). This will be the only FDA approved weight loss medication available over-the-counter.

A few years ago, a physician asked me to review the research material on this drug. The doctor wanted my feedback evaluating the results of the studies done on Xenical. When I started reading I was very surprised to find out the following:

"Xenical showed itself to be **moderately** effective. Studies have shown that for patients taking prescription Xenical, **combined with a weight-loss program**, the drug led to an average of **12.4 pounds of weight loss in six months** -- about double the amount lost by patients taking a placebo. Some studies have suggested that Alli, at half the dosage (and approximately one-third the price) of Xenical, is **almost** as effective."

Please pay attention to the high lighted section of this statement.

**Moderately, Combined with weight loss program** (which is low calorie diet and exercise), only **12.4 pound weight loss per six month** (this is on average, it means some people lost even less, also it took 6 month).

The point I am making, this is not a magical weight loss pill. It requires a lot work and also it has very unpleasant side effect (putting it mildly).

### How should this medicine be used?

Orlistat comes as a capsule to take by mouth. It is usually taken three times a day with each main meal that contains fat. Each time you take Orlistat, your meal should contain no more than about 30% of calories from fat. Take Orlistat during or up to 1 hour after a meal. If a meal is missed or does not have fat, you may skip your dose. Follow the directions on your prescription label carefully, and ask your doctor or pharmacist to explain any part you do not understand. Take Orlistat exactly as directed. Do not take more or less of it or take it more often than prescribed by your doctor.

There are many precautions to be taken if anyone is going to try this pill.

### What special precautions should I follow?

Before taking Orlistat,

- Tell your doctor and pharmacist if you are allergic to Orlistat

or any other drugs.

- Tell your doctor and pharmacist what prescription and nonprescription drugs you are taking, especially anticoagulants ("blood thinners") such as warfarin (Coumadin); medications for diabetes, such as glipizide (Glucotrol), glyburide (DiaBeta, Dynase, Micronase), metformin (Glucophage), and insulin; other medications for weight loss; pravastatin (Pravachol); vitamins such as beta-carotene and vitamins A, E, and K; and herbal products. If you are taking cyclosporine (Neoral, Sandimmune), take it 2 hours before or 2 hours after Orlistat.

- Tell your doctor if you have or have ever had anorexia nervosa or bulimia, gallstones, thyroid disease, diabetes, kidney problems, or if you consistently have problems absorbing food (malabsorption syndrome).

Tell your doctor if you are pregnant, plan to become pregnant, or are breast-feeding.

### What special dietary instructions should I follow?

Follow the diet program your doctor has given you. You should evenly divide your daily intake of fat, carbohydrates, and protein over three main meals. If Orlistat is taken with a meal very high in fat (30% total daily calories from fat), you may experience more side effects from the medication.

Orlistat blocks your body's uptake of some **fat-soluble vitamins** and **beta carotene**. Therefore, when you use Orlistat you should take a daily multivitamin supplement that contains **vitamins A, E, K, and beta-carotene**. Take the vitamin once a day, 2 hours before or 2 hours after taking orlistat, or take the vitamin at bedtime.

To help you get started on **reducing the fat in your diet to about 30%, read the labels on all the foods you buy**. While you are taking Orlistat, you should avoid foods that have more than 30% fat. When eating meat, poultry (chicken) or fish, eat only 2 or 3 ounces (about the size of a deck of cards). Choose lean cuts of meat and remove the skin from poultry. Fill up your meal plate with more grains, fruits, and vegetables. Replace whole-milk products with nonfat or 1% milk

# CAMPUS NEWS

BY: DANNY HOLMES GULL



Monday is "Music Night" at DRC!! The room shakes, rattles and rolls with the sounds of tambourines, bells, drums, and other noise makers as the participants play along with the songs on the keyboard. "I've been Workin' on the Railroad", "Jericho", and "When the Saints Go Marching In" are just a few of the favorites. People sing solos, duets, and even trios. You should hear "Davy Crockett" sung by a young man who lives in home 1302 South, or the truly amazing duet of "Amazing Grace" sung by two young women who live in homes 1309 and 1303 Sage. Everyone who wants to gets a chance to perform. Recently we have even taught a few dance steps, Polka and Swing. Two of the crowds favorites to sing and play are "Mickey Mouse March" and "It's a Small World". Everyone has a grand time and it truly is "A Grand Night for Singing" on Monday nights.

On Wednesday nights we have Karaoke. This is a chance for people to sing some of their own personal favorites. We have music from the 50's, Show tunes, and even Rap. We just purchased a new Karaoke machine and some new Karaoke CDs.

## 3-Day 20 Mile Walk for Cancer



My name is Jeff Conrado and I have been with "DRC" since July of 2006. I am writing to you to tell you of the event sponsored by the "Susan G. Komen" foundation. The event is called the "3 day". It is an event in which a different city around the U.S. every month sponsors a 3-day 20-mile walk. In other words, you walk for 3 consecutive days for 20 miles for a total of 60 miles. In order to participate in the event you must raise \$2200. I am going to try and raise \$2200 by November of 2007 in which the event will take place in San Diego, California. All of the proceeds go to fighting breast cancer. I am asking DRC, family, friends, former employees, and who ever will listen to sponsor me in order to raise the money to participate in the event.

This event is very personal to me because I lost my own mother to breast cancer on November 23, 1998. I am going to dedicate the walk to her.

If you can donate something, it would greatly be ap-

## CELEBRATIONS

**O** Congratulations to:

**R** Lisa Sherych for receiving her Master's Degree  
**N** in Business Administration. Good job Lisa!!!

**E** Alma Ortega In the birth of her baby boy,  
**R** Robert.

Debbie Miller whose son Michael Cascio has finished medical school and will graduate in April. Gooooo Mike!!!

All DRC employees on being awarded a 4 year accreditation from the Council on Quality and Leadership!

All DDC staff on a successful BLC survey!

*This will be a standing article of the Communicator, please keep track of all the neat things happening in the lives of the people we serve, co-workers and community partners,*

and reduced- or low-fat dairy items. Cook with less fat. Use vegetable oil spray when cooking. Salad dressings; many baked items; and prepackaged, processed, and fast foods are usually high in fat. Use the low- or non-fat versions of these foods and/or cut back on serving sizes. When dining out, ask how foods are prepared and request that they be prepared with little or no added fat.

Above dietary recommendations are good for any one who likes to eat healthy.

Let's Review some of the side effects on Alli/Xenical/Orlistat:

1. Oily, spotting, or fatty stools

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## DRC GETTING LIGHTER

### Biggest Looser News

### WOW!!

Everyone should give themselves and everyone around them a big hug! **DRC** is now almost **400 pounds lighter!!!**

In one month, *DRC has lost a combined 383 pounds.* As a whole, I would say DRC is one great group and getting better.

The average weight loss percentage was 2.5%. If you did better than that, CONGRATULATIONS! If not, you did **great** for trying and now you have a goal to reach for.

### Don't give up!



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#### *LADIES*

The American Cancer Society recommends annual mammograms for women 40 years and older, or earlier as advised by your physician. Remember to schedule this important exam!

#### *GENTLEMEN*

Be a support to the important women in your life.  
REMIND them to get their annual mammogram.

***EARLY DETECTION MEANS EARLY TREATMENT***  
*and this can save a life.*

You can change your DS-NOW password at anytime between now and April 1, 2007 after April 1, 2007, your DS-NOW password will expire and you will not be able to log into DS-NOW. In which case, you will have to contact a member of the DRC Tech Team (Bill Traynor, Charles Evans, Izaac Rowe), to have your password reset.

To change your DS-NOW password, you can either click 'Change your password here.' link or you can click 'Change Password' from the navigation screen.

**Your password will expire in 10 days.**

Change your password here.

Continue on without changing.

- OR -

**Change Password  
Logout**

You can also change your DRC password (the one you press Ctrl+Alt+Del) at any time between now and April 1, 2007. On/after April 1, 2007 you will be forced to change your password before you are able to get on to the computer.

To change your DRC password, you can press Ctrl+Alt+Del (after you are logged in, i.e. looking at your desktop). Then Choosing "Change Password"

Enter in your old password, then enter your new password in twice (making sure to follow the complexity requirements). Then click 'OK'.

You should get a message stating that your password was changed, or you will receive an error message that states what was wrong and allows you to try again.

If there are any questions, please contact the DRC Tech Team @ (702)486-6258 or DRChelpDesk@drc.nv.govIzaac Rowe

## "KUDOS" from the DRC Quality Assurance Department

By Tammy Ponder

Over the past 6 months I have had the opportunity to meet several individuals receiving services in their homes and have also had the pleasure of speaking with the support staff working for them as well. During this time I have found that there are several individuals that are part of the community, not just residing in it. The four ladies living in a home located on Copper Sun, that receive supports through Pinnacle Community Services and DRC SC Charlene Pennington, take every opportunity to be active. They utilize the city bus to get around town to sing Karaoke at the locale bar, go to concerts at Freemont Street, go to play poker, and go out to have their hair and nails done. The take walks in their neighborhood and have gotten to know their neighbors well.

Another agency that is supporting individuals in achieving their outcomes of having a meaningful life was well represented at the home located on Bison Creek. The four ladies at this home receive supports through REM Nevada and their DRC SC Donna Jordan. The individuals have been supported in making natural supports, and building their social capital by being active in the church, visiting with their neighbors, and routinely invit-



## Desert Regional Center Women's Group

Thursdays

3:00pm – 5:00pm

**MARCH 15 – MAY 3, 2007**

**1307 SOUTH JONES**

**SAFE AND HEALTHY LIVING**

Safe and Healthy Living Concepts Include (but are not limited to):

- Recognizing and Expressing Feelings.
- Setting Goals and Moving Towards Them.
- Managing Time and Stress.
- Getting Along With Others.
- Developing Good Health Habits
- Learning Healthy Social Boundaries.
- Practicing Safe Behaviors.

This program lasts for only eight weeks and there is an expectation that participants will attend all eight sessions. The program will be divided into two parts. From 3:00 - 4:00 there will be presentation of a safe and healthy living concept followed by a discussion and sharing. From 4:00 to 5:00 there will be a relaxation training using multiple gentle mindful movement strategies that include mindful breathing, walking and gentle stretching. Group members will be invited to participate in either or both parts of the group. The second part, relaxation training, requires a higher degree of self control and respect for others. Participants who are told that their behavior is bothering others and cannot follow directions after multiple warnings may be excluded from further participation in the program.

Facilitated by Leanne Earnest and Kristen Melton

For information and referrals call **486-5690**

Or email [learnest@drc.nv.gov](mailto:learnest@drc.nv.gov)

## Welcome New Staff

**Ronald Balmer, Jr** DST I working in building 1309. He was born in Alamogordo, NM but has lived in a number of places as he is an ex-military man. He considers Las Vegas "home". His interest is health and wellness, lifting weights, and continuing education. He has been a personal trainer for numerous years. He believes helping people to achieve/make their goals is his purpose for being in the field.

**Kristen Bean**, Psychiatric Caseworker I working for Community Services in the Flamingo satellite office. She was born in Hilo, HI and has lived in Las Vegas for 10 years. Her interests and hobbies are politics, volunteering and music.

**Katherine Grant**, Psychiatric Nurse II. She comes from Long Island, NY but has lived in Las Vegas for 11 years. She enjoys traveling, reading, and hiking. She is married and has 2 cats.

**Beverly Haynes**, LPN II. Beverly is from California and has lived in Las Vegas for one year. She enjoys dancing, gardening, and traveling. She has two sons.

**Herman Ingram**, Developmental Support Tech II working in building 1310. Herman returns to DRC after a short absence. Glad to have him back.

**Virgilio Pamintuan**, Maintenance Repair Worker II. Born in the Philippines he has lived in Las Vegas for a year. He is married and has three children. He enjoys Chess, basketball, and playing scrabble.

**Pamela Postema**, Developmental Support Tech I working in 1306. Originally from Ohio she has lived in Las Vegas for three months. She enjoys running, loves Greyhounds, hiking and mountains.

**Kim Wright**, Developmental Specialist III. Originally from St. Catharines, On, Canada. She is married and enjoys golf, and spending time with friends.

## Desert Regional Center

1391 S. Jones Blvd.  
Las Vegas, NV 89146-1200

Phone: 702-486-6200  
Fax: 702-486-6334

**We're on the WEB**  
[www.mhds.state.nv.us](http://www.mhds.state.nv.us)

### DRC Management Team

Nancy Knox, Director  
Sandy Linton, CS Director  
Tom Smith, Residential Director  
Lisa Selthofner, QA Chief  
Brian Lech, Psychology Director  
Darrel Hansen, Business Manager  
Dottie Martin, Personnel Director

### OUR MISSION STATEMENT

*The mission of the agency is supporting individuals in achieving a life of meaning, equality, dignity, opportunity, and inclusion in the community.*

Beverly Zemcik, Editor  
Please send comments to:  
[bzemcik@drc.nv.gov](mailto:bzemcik@drc.nv.gov)

*Congratulations to the following staff who were recognized for their superior attendance at work in 2006. They support the people we serve to meet their goals and personal outcomes everyday. Their caring about their work responsibilities and work ethic creates a positive work environment and promotes teamwork among co-workers. This is acknowledged by DRC management. Thank you.*

Cynthia Balcom	Cynthia Little
Leanne Barbara	Dudley Luke
Laurie Brown	Maria Madamba
Pastor Cabactulan	Cheryl Martin
Nona Callaghan	Karen Mungall
Kathryn Capacasa	Darlene Neal
Benhur Cardona	Johnathan Nelson
Ted Carr	David Newlon
Haidy Castillo	Evelyn Oberes
Toni Clay	Alma Ortega
Kathryn Coleman	Larry Paxon
Roberta Conde	Carolyn Piper
Jones DeLaCruz	Tom Plesec
Val Denning	Tammy Ponder
Nancy Erickson	Paul Rahm
Sharon Falline	Ray Reece
Michele Ferrall	Mark Roske
Barbara Flemetakis	Izaac Rowe
George Forrest	Patricia Ryan
Rolly Gamiao	Lisa Selthofner
Harold "Rocky" Harshman	Lisa Sherych
Rochelle Herst	Myrtle Sipple
Shirley Hill	Tom Smith
Tyrone Hoard	Matt Stoll
Danny Holmes-Gull	Ellie Stutheit
Lottie Horton	Leona Trang
Karen Idell	Carolyn Weeks
Michelle Johnson	Courtney White
Nancy Knox	Alvin Williams
Leigh Kotkov	Winnie Wong
William Laurenroth	Fred Woodard
Brian Lech	Bernadine Woody
Partick Lindberg	Brett Zupan
Zandra Linton	